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2018-04-06 Minutes of the Executive Committee of the Academic Senate

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University of Dayton. Academic Senate. Executive Committee, "2018-04-06 Minutes of the Executive Committee of the Academic Senate" (2018). *ECAS Minutes*. 429.
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Approved Minutes
Executive Committee of the Academic Senate
6 April 2018
9:00-10:30 am, SM 113B

Present: Joseph Valenzano (Chair), Frances Rice, Corinne Daprano, Mark Jacobs, Todd Smith, Michelle Difalco, Lee Dixon, Andrea Seielstad, Paul Benson, Katy Kelly, Deo Eustace, Eddy Rojas, Mateo Chavez

Excused:

Absent:

Guests: Eric Spina (UD President)

Announcements:

- Next ECAS meeting Friday April 20
- Next ELC Meeting, Monday April 16, 10:30am-12:00pm
- Next Academic Senate Meeting, Friday April 20

Business items:

- Approval of minutes from 3/23/18 ECAS meeting: Unanimously approved with minor revision
- Conversation with the President (GUEST: Eric Spina): Conversation covered many topics, including discussion of issues related to St. Patrick's Day celebrations and problematic student drinking.
- Review THR/MUS Move (from APC): Proposal will be presented to the Senate for a vote.
- Review Academic Standing Policy (from APC): Proposal will be presented to Senate for a vote.
- Review 100% Rule (from FAC): Andrea briefly discussed the background of the development of the Policy on Faculty Compensation in Excess of Annual Base Salary. The policy will be presented to the Senate for a vote.
- Review Outside Employment Policy (From FAC): Andrea briefly discussed the background of the development of the Policy on Faculty Employment Outside of the University. The proposal will be presented to the Senate for a vote.
- CAPC-SEHS John White nominated for new three-year term: Approved (Vote: 10-0-1)
- BSN Notes (Paul Benson): Paul briefly shared that although a search has begun for a director of the proposed BSN program, said search would be halted were the Senate not to approve the proposed program.
- Discuss Final Two meetings of Senate: The agenda for April 20, 2018 will be approved over email.

Work in Progress

Task	Source	Assigned to	Consultation Expectation	Work due	Update
100% Rule	ECAS	FAC	Broad; consultative authority	February 2017	

Faculty Outside Employment Policy	ECAS	FAC	Broad; consultative authority	February 2017	
Undergraduate Certificate in International and Intercultural Leadership	ECAS	APC	Proposers; relevant parties	April 2017	Passed at Senate 11/10/17
Information Literacy Task Force	ECAS	Ad hoc Committee (Heidi Gauder)		March 2018	Interim report delivered 3/16/18 to ECAS
Undergraduate Certificate in Sales Leadership	ECAS	APC	Proposers, relevant parties	April 2018	Withdrawn by SBA
UNRC Merit Task Force	Provost	Task Force	Chairs, supervisors	December, 2017	Report Completed and delivered to Senate 3/16/18
Undergraduate Certificate in Human Sexuality	Sociology	APC	Broad	November, 2017	Passed at Senate 1/19/18
Report on UDCI	ECAS	APC	Admin, faculty who have gone, etc.	March, 2018	
Review of Post-Tenure Review Policy Fact Finding Report	ECAS	FAC	As needed	April, 2018	
Lecturer Promotion Policy	ECAS	FAC	As needed; faculty merit task force	March, 2018	Passed at Senate 3/16/18
Process for Approval, Adjustment, and Renewal of UG Academic Certificates	ECAS/APC	APC	CAPC, Asst. Provost for CAP, Registrar, others as needed	February, 2018	Passed at Senate 1/19/18
Dialogues with Student Development	ECAS/Student Development	ECAS/SD	Student Development	Fall/Spring 2017-2018	Second scheduled for 3/5/18
Review of University Promotion and Tenure Policy	ECAS	Task Force	Ranked faculty; deans, administration	December 2018	
Academic Honor Code/Student Misconduct	ECAS	SAPC	Associate Deans/Assistant Deans, SGA, Chairs	March 2018	
University Promotion and Tenure Committee Task Force	ECAS	Task Force	Campus wide	December 2018	
University Policy for Assessment	ECAS	APC	Provost Office, University	December 2017	Passed at Senate 11/10/17

			Assessment Committee		
University Honors Program Charge	Honors	APC/SAPC	Honors programs	December 2018	
Academic Standing Policy	AALI	APC	Campus wide	April 2018	
Group Leadership and Facilitation UG Certificate	CAS	APC	Relevant constituents	April 2018	
BSN Proposal	SOEHS	APC	Relevant constituents	April 2018	
Move TDP to MUS from CMM	CAS	APC	Relevant	April 2018	

The meeting was adjourned at 10:30 am.

Respectfully submitted,

Lee Dixon

Report on Faculty Maternity Leaves, 2016/17

This report describes the use of the maternity leaves and modified duties agreements for the 2016/17 academic year that were established for faculty using the Maternity Leave Policy. The implementation of the policy is related to two existing policies: University Policy on Salary Continuation and the Faculty Maternity Leave Policy. The former policy spells out the length of salary continuation for faculty with varying lengths of service and the latter policy describes how salary continuation may be used with a Modified Duties Agreement to cover faculty responsibilities during a semester-long timeframe. The new policy providing six week of paid maternity leave was effective in AY 2017/18, and thus not reflected in this report.

During the 2016/17 AY, six faculty members took maternity leave, three were pre-tenure faculty and three were full-time non-tenure track faculty. The University policy states that the tenure clock automatically stops in the case of a maternity leave unless the faculty member specifically requests otherwise. All three tenure-track faculty members chose not to stop the tenure clock. Salary continuation was used all cases, though the length of leaves ranged from three to twelve weeks and were not necessarily determined by the amount of leave time individuals had available to them. Four faculty members developed modified duties agreements with their chairpersons. The Modified Duties Agreements demonstrated a variety of approaches to dealing with the maternity leaves. Activities included in Modified Duties Agreements contained a range of responsibilities in curriculum development, research, adjustments of teaching load across terms, and service.

In 2016-17, six weeks of leave at half salary was available to new faculty upon the beginning of their contract. Two of the full-time non-tenure track faculty worked out plans with their department chairs to modify duties that would enable them to avoid formally taking leave and thus maintaining full salary. Given the new policy which provides six weeks of paid maternity leave upon the beginning of one's contract, this type of modified duties is no longer supported.

For faculty members or chairpersons with questions regarding the policies or the development of modified duties, please contact Beth Schwartz in Human Resources or me. Beth has a list of women faculty who have offered to speak with faculty members working through the process. I have samples of modified duties.

Respectfully submitted by

Carolyn Phelps, PhD
Associate Provost for Faculty and Administrative Affairs